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**HUMAN RELATIONS COMMISSION  
REGULAR MEETING  
Monday, April 17, 2006  
5:00 p.m.  
Human Resources  
Pinnacle Training Room  
7575 E. Main Street  
Scottsdale, Arizona**

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**PRESENT:** Michele deLaFreniere, Chair  
Enid Seiden, Vice-Chair  
Marty Gendron, Commissioner  
Carol Padwe, Commissioner  
Theodore Tyler, Commissioner  
Richard Woerth, Commissioner

**ABSENT:** John Tutelman, Commissioner

**STAFF:** Don Logan, Office of Diversity & Dialogue

**1. CALL TO ORDER**

The regular meeting of the Scottsdale Human Relations Commission was called to order by Chairman deLaFreniere at 5:14 p.m.

A formal roll call confirmed members present as stated above.

**2. REVIEW OF MINUTES**

Commissioner Tyler clarified that the City's job fair would be held on April 27<sup>th</sup>, not April 25<sup>th</sup> as noted in the minutes.

Commissioner Gendron expressed disapproval that a discussion had been held interpreting reasons for his previous absences. He noted that although he attends many other meetings as part of his responsibilities as a Commissioner, those are not intended to replace his presence at the regular Human Relations Commission meetings.

**COMMISSIONER PADWE MADE A MOTION TO ACCEPT THE MINUTES OF THE MARCH 13, 2006 MEETING AS CORRECTED. SECONDED BY VICE-CHAIR SEIDEN, THE MOTION CARRIED UNANIMOUSLY WITH A VOTE OF SIX (6) TO ZERO (0).**

Discussion ensued regarding the concern raised by Commissioner Gendron about his absences being discussed in his absence. Chair DeLaFreniere commented that the bylaws state that three consecutive absences constitute removal from the Commission; Commissioner Gendron had not missed three consecutive meetings.

Commissioner Gendron commented that the Human Relations Commission should be the last commission to discuss something derogatory in another Commissioner's absence. He noted his attendance at two upper level immigration meetings and that he was the only Commissioner that consistently attends the Day Labor Committee meetings.

Mr. Logan clarified that the discussion was held in an interest for the work that Commissioner Gendron was doing with the immigration subcommittee and in concern about whether the wording in the bylaws would become problematic in the future. The discussion was not attacking Commissioner Gendron, it was an attempt to protect and guard against what potentially could have been a problem.

Commissioner Gendron suggested that the item be placed on the next meeting agenda for discussion and possible amendment to the bylaws. Commissioner Tyler opined that the attendance requirement in the bylaws should not be changed. Chair DeLaFreniere suggested that in order to allow for special circumstances the wording could be changed so termination would not be automatic. It was the consensus of the Commission that the item would be on the agenda for the next meeting.

### **3. INTRODUCTION OF NEW COMMISSION MEMBER**

Commissioner Woerth introduced himself to the Commission. He grew up in Scottsdale and is currently a captain in Tempe and has worked there for 17 years. In addition to his involvement in the MLK Celebration, Commissioner Woerth has been instrumental in the creation of a Cesar Chavez holiday in Tempe.

Discussion ensued comparing the system of paid city employee holidays for the City of Tempe and the City of Scottsdale. The City of Scottsdale has floating holidays to allow its employees to take off on holidays that are important to them. Commissioner Woerth will bring in a list of Tempe holidays for comparison.

Commissioner Gendron suggested that, given the climate with immigration, Scottsdale adopt a Cesar Chavez panel where people could talk about the issues.

### **4. REGIONAL HRC DAY LABOR MEETING UPDATE**

Commissioner Gendron reported that because of a lack of interest in participation for the panel, the Committee decided to go back to the regional meeting and ask for further guidance. The Committee opined that the lack of interest in the panel and lack of input from politicians was due to the current immigration issues.

In response to a question by Commissioner Tyler, Commissioner Gendron explained the objective of the Regional Committee was to provide information to the community in order to allow for informed decisions on issues such as immigration policies impacting day labor and resident aliens.

Mr. Logan noted there is a concern about the long-term effects for the day labor issue. He opined that the notion of the Regional Committee was to bring together all of the Human Relations Commissions from the different Valley cities to share experiences and come up with a strategic plan to address the issue.

Commissioner Gendron commented that Proposition 200 restricts government money being spent on day labor, which keeps the local governments out of the discussions. What can be done would be to identify the problems, alternatives, and possible solutions and conduct information forums.

Commissioner Padwe remarked that the one thing that has concerned her was the word "illegal"; any other illegal activity would result in going to jail no matter what the reasons were for the crime. Commissioner Gendron reiterated that the committee was designed to deal with the day labor issue, other sensitive issues are coming into play; non-Mexican immigrants are becoming involved. Commissioner Seiden mentioned knowing of an Iraqi woman who had been waiting for years to acquire a visa or green card while the government is considering giving the Mexicans green cards and legalizing them to work.

Mr. Logan reminded the Commissioners not to mix the immigration issue with the day labor issue; not every day laborer is illegal.

Chair DeLaFreniere commented that once the bills have gone through the House and the Senate, day laborers would stop because of a fear of penalty. Commissioner Gendron opined that providing information is important and that the communities should be made aware of the restrictions imposed by Proposition 200.

In response to a reminder by Mr. Logan that it would be a matter of time before a day labor situation would arise at the new Lowe's at McDowell and Hayden, Commissioner Gendron opined that if not for the current political situation Scottsdale could be a leader in being proactive.

Vice-Chair Seiden mentioned that the City Council was contacted on the situation at one time; Jim Lane was the only member to respond. Mr. Logan clarified that it is the Human Relations Commissions responsibility to advise the City Council. At the time City Council was contacted the sentiment was that day labor was not an issue in Scottsdale. With Lowe's opening on a major arterial there will be day labor issues.

Commissioner Padwe suggested that Commissioner Gendron put together information to present to City Council. Commissioner Gendron stated that he could include information about what is happening in other communities and will become a problem in Scottsdale and ask what should be done now in order to make as smooth a transition as possible.

In response to an inquiry by Commissioner Woerth, Mr. Logan suggested that his advice would be for the Commission to work directly with the economic vitality staff that is working with Lowe's to form a collaborative response to the issue.

Mr. Logan expressed the concern that day labor would come to this location because it is near mature neighborhoods where there would be a greater opportunity for work. Many day laborers reside along the Scottsdale/Tempe border, which will make it more convenient for them to go to that location.

In response to a concern by Chair deLaFreniere about the police officers being responsible for turning in names to immigration, Mr. Logan explained that he Police Chief had attended a debriefing where Chandler shared their experiences, so that no one else would make the same mistakes they had during their round-up. It will be important to have the Police Department at the table.

**5. CHAIRMAN REPORTS:**

None.

**6. COMMISSIONER ITEMS:**

Commissioner Padwe noted that she had been reappointed to her Commission.

In response to an inquiry by Commissioner Padwe, Mr. Logan stated that the two workshops on religion with the Cross Cultural Communication Series were cancelled; the facilitator is seriously ill and a replacement was not located.

Commissioner Tyler commented on the success of the Get Involved Expo which was held at the Civic Center Library on March 29<sup>th</sup>. Sixty nonprofits from all over the Valley attended and over three hundred people attended.

Commissioner Tyler mentioned the Cultural Connection through the Arts event to be held on Thursday, April 27<sup>th</sup> and an intergenerational program offered by the Boomerz project to be held on April 25<sup>th</sup> at Scottsdale Community College. He encouraged his fellow-Commissioners to attend both events.

Commissioner Gendron noted his appreciation for the work Commissioner Tyler had done promoting events; many events show a low attendance and participation. He suggested that a discussion about promoting and encouraging participation in events be agendaized for a future meeting.

A discussion ensued during which it was suggested if Commissioners were unable to attend the regular Hispanic Heritage meetings they volunteer on one of the subcommittees. Commissioner Tyler noted the value of attending the meetings and presenting a Commission face to the members of the Diversity Advisory Committee. The Office of Diversity and Dialogue serves as a central link to DAC which is the catalyst for the City's diversity initiative.

Commissioner Gendron encouraged his fellow-Commissioners to watch the television special on A&E about the ten most exceptional days in U.S. history.

The program educates the viewer on historical events that are part of United States cultural history.

Commissioner Gendron remarked about the negative press concerning diversity and multiculturalism being generated by some elected officials including J.D. Hayworth. The term "multicultural elitists" was being used. He opined that the subject should be addressed, because multiculturalists are not elitists and the Commission should be promoting harmony and communication in the community.

Mr. Logan stated that he had not felt the negativity of the topic. He opined that failure of any diversity initiative occurs when you exclude. He noted that the term "tolerate" that is often used by people trying to educate themselves on the diversity discussion. People should not "tolerate;" they should "respect".

Mr. Logan cautioned the Commission to steer clear of any political discussions and suggested that the print media would welcome editorial opinions from the Human Relations Commission on the subject of multiculturalism.

Commissioner Tyler mentioned a letter from J.D. Hayworth talking about a fourth annual business summit. He noted his interaction with J.D. Hayworth's staff was positive.

Commissioner Gendron reiterated that the Commission needed to promote inclusion, not exclusion.

## **7. OPEN CALL TO THE PUBLIC**

No members of the public wished to address the Commission.

## **8. STAFF LIAISON ITEMS**

Mr. Logan reported that the next Regional HRC meeting would be held in Chandler, tentatively on May 22, 2006; the location will be forthcoming. The Hispanic Heritage date is September 30<sup>th</sup> and will be held in the Scottsdale Mall in front of the Center for the Arts from 5-10 p.m.

Mr. Logan distributed copies of an application for Promoting Unity in the Community for review. Discussion of the item will be agendaized for the next HRC meeting.

Mr. Logan reported there were 38 applicants for the Diversity Consultant position, eight of which were interviewed by a panel. Three finalists will be taken through an assessment process. Mr. Logan reviewed the assessment process during an off-the-record discussion.

Mr. Logan clarified the items that are to be agendaized for the next meeting.

Mr. Logan noted that the Cinco de Mayo celebration typically held for the Scottsdale employees had been combined with the community Cinco de Mayo

celebration. The event will be held in the Mall from 4 p.m. to 10 p.m. and all Commissioners were encouraged to attend.

**9. ADJOURNMENT:**

With no further business to discuss, the meeting adjourned at 6:41 p.m.

Respectfully submitted,  
A/V Tronics, Inc.

**Persons with a disability may request a reasonable accommodation by contacting the City Clerk's Office, within two (2) business days of the scheduled meeting, at 480-312-2412. Requests should be made as early as possible to allow time to arrange accommodations.**